

Cascading The Director's Contract

Combined Council Meeting
Phoenix
January 29, 2006
Les Dye, CEO
Neah Bay Service Unit

How did this happen?



President's Management Agenda

- <http://www.whitehouse.gov/omb/budget/fy2002/mgmt.pdf>
- In collaboration with the Office of the Secretary of Health and Human Services (HHS), each year a new Performance Contract is developed for the *entire* Indian Health Service
- This Performance Contract becomes Dr. Grim's contract with HHS and the Performance of IHS is determined by the parameters set for Dr. Grim by HHS
- HHS *strongly recommends* some Indicators that are to be included in the Performance Contracts of all Directors within HHS.

Performance Contract

IHS **negotiates** with HHS and tries to exclude Indicators that we think we cannot meet – we don't want to fail.

IHS wants to be successful in our Performance Contract!

And, of course, the IHS Performance Contract includes GPRA

- Government Performance and Results Act – i.e., GPRA. - a law that requires all federal agencies to establish measurable goals and objectives that will demonstrate accountability for the funding received.
- Within IHS, all our GPRA Objectives are included in the Clinical Reporting System (CRS)

What's included in the IHS Performance Contract?

- Improvements in managing Human Capital, i.e., Personnel
- Improved Contract Competitive "Sourcing"
- Improved Financial Performance
- Expand electronic government - Electronic Health Record (EHR)

Examples of FY 06 CRS Indicators

- Increase the proportion of patients aged 23 and older that receive blood **cholesterol screening** from 43% to 44% by Q4FY06.
- Patients screened for **tobacco use**
- Establish the proportion of tobacco using patients who receive **tobacco cessation** interventions by Q3FY06.

New Performance Contract Item

- Increase the number of AI/AN clients that received patient education services by 5% by Q4 FY 06

Cascading

- Director
- Area Director
- CEO
- Each Department to every employee
- Commissioned Officers?

Each Manager's Challenge:

- Cascading Measurable and Meaningful Elements from the Director's Contract into the Employee's PAS.
- Results Oriented
- By January 31

Meaningful & Results Oriented

- Increase the proportion of patients aged 23 and older that receive blood cholesterol screening from 43% to 44% by Q4FY06 (Dr. Grim)
- Increase the proportion of NBSU patients aged 23 and older that receive blood cholesterol screening by 5% by Q4FY06 (Leslie, CEO)
- By Sept. 30, 2006, 90% of the provider's patients (≥ 23) seen will have cholesterol screening. (Tracy, FNP)

What's it all about?

- Performance
- Results





